

THE UNIVERSITY OF SOUTH CAROLINA
MINUTES OF FACULTY SENATE MEETING
Wednesday, February 3, 2021 at 3 p.m.
The Session was held entirely online.
PRESIDING: Professor Mark Cooper, Chair

1. Call to Order.

FACULTY SENATE CHAIR MARK COOPER (Film and Media Studies) called the meeting to order via the Blackboard Collaborate Ultra platform.

2. Corrections to and Approval of Minutes

SENATOR EDWARDS- In the December 9th Minutes there was a scrivener's error. The error was placed into the chat for correction.

The amendment was moved and seconded and passed without objection.

o December 2, 2020 minutes were approved.

o December 9, 2020 minutes were approved as amended.

3. Invited Guests:

SHELLEY DEMPSEY, PRESIDENT, STAFF SENATE-- Dempsey is the 1st President of the Staff Senate; the Staff Senate looks forward to working with Faculty Senate on various issues. The executive officers include: Vice President- Janie Kerzan (Student Life); Parliamentarian-Tyson Lusk (Athletics); Treasurer- Bridget Leslie (Division of Information Technology); Secretary- Andrenette Hudley (Arnold School of Public Health); and Co-Chairs- Leena Holt (Student Life) and Angela Wright (College of Education). They are currently finalizing bylaws and the processes for Senator elections. The Staff Senate will consist of 50-60 Senators. They aim to have the full senate in place by July 1.

SENATOR CARNES- What are the co-chairs co-chairing?

STAFF SENATE PRESIDENT DEMPSEY- The co-chairs worked with President Caslen and others to build the foundation of this new organization. They will serve the Staff Senate in ways like past presidents of an organization.

3. Reports of the Officers.

CHAIR COOPER- President Caslen had a conflict that prevented him from being here. We may hear from words from the President through the Provost as well as the Provost's own report.

Provost's Report

PROVOST WILLIAM TATE- President Caslen had two items that he would have discussed today 1) President Caslen supports the ad hoc committee's proposal for colleges to establish unit bylaws and 2) update on where we are with the coronavirus.

Provost Tate also wanted to frame an update on the coronavirus response in the context the letter that went out from his office recently. Provost Tate is always concerned about the welfare and safety of this group (faculty) and their families. The letter that went out referred to returning to normal in the fall, it assumes that the vaccine rolls out as planned and is readily accessible to the faculty. Up until this point the rollout has been slow and we hope that there is an increase in the pace. He expects that the rollout will progress very well by the beginning of the summer; however, if that does not happen, then we will need to reconsider much of what was in that letter. We are paying close attention to the rollout and we are also paying attention to K12 education. We assume that if the vaccine is readily available, then K12 will be open for business, but you never know. Many precautions will still be necessary even with effective vaccine rollout. The Provost welcomed hearing from faculty whenever we have concerns.

SENATOR MARKUS- Will vaccine rollout of group 1b be coordinated in any way by the university?

PROVOST TATE- We did receive a small amount of the vaccine recently, far less than what we were expecting. If we can get a larger investment moving forward, then we will be involved in distribution.

CHAIR COOPER- You should register and get a slot with PRISMA; do not give up your PRISMA slot but try also to get in here when we have the vaccine available.

SENATOR STERN- Has the university recalculated classroom capacities from 4 to 6 feet social distance guidelines?

PROVOST TATE- I am not aware of any readjustments.

CHAIR COOPER- The "Return to Learn" plan states 4 feet.

PROVOST TATE- Judging by the outcomes, 4 feet was robust. The efficacy was strong.

SENATOR FONG- Are the social distance guidelines suggested or required?

CHAIR COOPER- They are requirements.

SENATOR LAVIGNE—Via CHAIR COOPER- In some rooms, the signs prohibiting use of some seats have fallen off.

PROVOST TATE- Let us know when there is a seating label issue in rooms, then we can re-establish those. We have not determined whether vaccination will be voluntary or mandated. The assumption is that faculty will take it; but we have not had that debate yet. He does not want to step out on a limb on that yet. Accessibility is a key driver at this point.

SENATOR FUENTE- Who qualifies for 1B categorization? Those who teach face-to-face or all faculty?

PROVOST TATE- I have not seen the list. I was told that educators were in 1B.

CHAIR COOPER- They started with folks who are on campus and encountering students and expanding further from there.

PROVOST TATE- I have been asked “What do you do with your time?” I do a lot to manage the pandemic response. My office is very involved with all the strategic planning metrics and activities, but 1,2,3, and 4, which deal with students, faculty, research, and diversity are extremely important. The strategic plan has those separated out into discreet categories but, we are an ecology, where they interact and happen together. I want to offer one example of a set of strategies that will illustrate how I think we can meet our goals. We are called to diversify the student body (undergraduate and graduate), and diversify faculty, and recruit and retain faculty at every level.

Capital investment strategy slide shows a pyramid consisting of 6 levels. The top level is the Carolina Distinguished Professors Program; the next level down is the Provost’s Post-Doctoral Fellows Program. This is followed by the Grace Jordan McFadden Program (GJMPP)- Doctoral and GJMPP- Masters. Below that are Bridge Programs and on the bottom level are HBCUs.

One of the first things I noticed when I got here was that we have a distinguished professor’s program that is about 30 people. The x of this program was very small, in my opinion.

I am outlining not only what I am doing for the strategic plan but my areas of focus of the capital campaign. We need more faculty in the distinguished professors program; we have professors worthy of this distinction and we should acknowledge them as such with the distinguished professorship. We hope to expand this through the capital campaign.

On the bottom of the pyramid. We are asked to diversify the student body. We have many MOUs with the state’s HBCUs, but they are underutilized because there is no funding. We will put money into the 3-2 and 4-1 programs with HBCUs to be sure we have competitive opportunities for those students. We are also going to put money into bridge programs to our graduate programs that allow students to come here and matriculate. We want to also bridge them into the GJMPP programs and establish a GJMPP Masters program. This office is going to establish a Post-Doctoral Fellowship Program, which will be a matching funds program with STEM fields and health areas, broadly defined, and will include the social sciences and humanities. I look at this like a pipeline, which could take a student from Claflin (for example) as an undergrad and matriculate through to perhaps join the faculty one day.

I want this plan to add leverage and value to the work being done here. None of these programs will work without the faculty, mentoring, a spirit of excellence. I look forward to working with you to make it happen.

4. Reports of Faculty Committees

a. Committee on Curricula and Courses, Professor Marianne Bickle, Chair

CHAIR BICKLE- We have 54 proposals on the docket: 34 are from Arts and Sciences; 1 from the College of Business; 2 from Education; 2 from Engineering and Computing; 1 from Hospitality Retail and Sport Management; 5 from Information and Communication; 1 from Nursing; 6 from Social Work; and two from University Owned International.

CHAIR COOPER- There was an error in the circulated document, has that been addressed?

CHAIR BICKLE- Yes, the new title has been added.

CHAIR COOPER--As a report from a standing committee, it needs no second. There was no discussion, and the motion carries.

b. Committee on Instructional Development, Professor Ramy Harik, Chair

CHAIR HARIK- The INDEV Committee has 10 Course and Program Proposals. One is from the college of Arts and Sciences; 3 from the Moore School of Business; 1 from HRSM; 1 from the College of Nursing; and 5 from the College of Social Work.

CHAIR COOPER- Can you speak on the expected volume for getting courses approved for summer or fall courses? Are you able to work with those quickly at this point?

CHAIR HARIK- We have updated the website. We have made cut off dates very clear. Whatever you want, please bring it on, but check the deadlines. As you know, we will be looking at how we will approach the uncertainties in case they arise.

CHAIR COOPER--As a report from a standing committee, it needs no second. There was no discussion, and the motion carries.

c. Faculty Advisory Committee, Professors Charley Adams and Liam Hein, Co-Chairs

CO-CHAIR HEIN- We have five items that need action from the Senate relative to the *Faculty Manual*. 1) Changes in Faculty Advisory Committee (FAC) in terms of policy development; 2) Changes in language required by the Board of Trustees (Budget Committee); 3) Committee on Instructional Development and Curriculum and Courses; 4) Changes to Faculty Welfare, and clarification of that committee's role and composition; and 5) Changes to the Terms of Employment and moving some information to the appendix while maintaining the basics of what was there.

CHAIR COOPER- We can discuss each of these. We do not have to take this as an omnibus. We can go through each item.

CHAIR COOPER--As a report from a standing committee, it needs no second. There was no discussion of motion 1 of 5, and the motion carries.

CHAIR COOPER- In the General Faculty Meeting in September, we approved *Faculty Manual* changes to the Faculty Budget committee which were designed, 1) to increase the number of people on the faculty budget committee and 2) to make clear in a generic way that we were looking for members of this committee to fill appointments on administrative committees that might be involved in reviewing the budget. We have established a more elaborate budget governance structure, and we needed bodies to staff those roles, but the names of the committees have not been stable, so it did not make any sense to put names of committees in the *Faculty Manual*. All of that has been approved by the faculty. It went to the Board of Trustees. However, the Board thought the language we wrote was vague and came back with more precise language. What you see here is not the language that we approved, but the language that currently exists in the *Faculty Manual*—with the Board-approved changes indicated. I do not believe the new language changed in any way change our intent or our ability to do what we wanted through these revisions to the *Faculty Manual*, but they are also more than just scriveners' errors. I think we do need that concurrence of the Senate and the general faculty on this matter.

CHAIR COOPER--As a report from a standing committee, it needs no second. There was no discussion of motion 2 of 5, and the motion carries.

Next up: the mission of the Instructional Development Committee. This was a recommendation resulting from the ad hoc committee on improving the curriculum approval process which we presented and discussed in the December 9th meeting of the Senate. Is there any discussion with respect to this one?

SENATOR STERN- There are quite a lot of changes here and I am wondering if we might want our colleagues to review these before we vote on them; that is my suggestion.

CHAIR COOPER- Are you referring to changes with respect to this item or is this about the number of changes in general?

SENATOR STERN- The two items that we have gone through are good, but I am looking at a lot of changed text in the *Faculty Manual*, and as a representative of my department I am feeling beholden to my colleagues.

CHAIR COOPER- I am not sure if that that was a motion to table some or all the proposals. We cannot act on any one except this one we are discussing now, proposal #3 to refocus the mission of the Instructional Development Committee. Is there further discussion of that one?

SENATOR VALTORTA- In terms of number of words there is a there is a lot here, but this really returns the Committee on Instructional Development to its original role and has been in fact discussed on and off for a very long time. I do not think that this is a surprise in any way, so I feel personally comfortable voting in favor of the change and in opposition to a motion to table this.

CHAIR COOPER- Just to be clear, no such motion has been made. These changes were these changes were circulated with the agenda on Friday. We had a meeting of the Faculty Senate on December 9th where we discussed this this idea for InDev. Is there any other discussion about this proposal to change the language of InDev?

CHAIR COOPER—There was no further discussion, and the motion carries.

CHAIR COOPER- Next up: changes to clarify the role and composition of the Faculty Welfare Committee.

SENATOR STERN- I move that we table the remaining proposals so that we can bring them to our colleagues for their response.

CHAIR COOPER- Is there a second for that motion? Let me ask the parliamentarian since these are separate motions, do we need to table each one individually or can we table the remaining ones as an omnibus? OK the parliamentarian says we should do them one at a time, so if you would not mind Senator Stern, I would consider that a motion to table these changes to the Faculty Welfare Committee. Is there a second?

SENATOR CARNES- Second

CHAIR COOPER- It has been moved and seconded that we table until the next meeting of the Senate these changes to the Faculty Welfare Committee. Discussion of the motion to table?

SENATOR VALTORTA- I have no qualms with the point made by Senator Stern about the importance of involving all faculty in changes to the *Faculty Manual*, but I would like to point out that the main change

that is introduced in this case is to conform the membership of the committee to what has become practiced over time. We have had for a few years, a situation where the committee membership is broader than what the manual requires, and it is the unanimous view of the committee that this is something that should be codified. The other change that is introduced is the sentence about the Faculty Advisory Committee and that also reflects both policy and University policy outside of the *Faculty Manual*. All these changes really conform with current practice and especially the change in membership, is needed.

SENATOR STERN- I have no objection to the content here, it is just the volume of changes and I would feel more comfortable reviewing them with my faculty.

CHAIR COOPER- The motion carries by a narrow margin; we will table this and revisit it at the March meeting.

CHAIR COOPER- Next one is the Terms of Employment, and I anticipate your motion Senator Stern so please make it.

SENATOR STERN- I would like to move that we table this motion until the next meeting to make time to consult with our colleagues.

ANNONYMOUS: Seconded

CHAIR COOPER- It has been moved and seconded. I am hoping that someone might at this point speak in favor of not tabling as a way of explaining why these changes are needed. Is there anyone who would rise for that purpose?

SENATOR VALTORTA- The main reason to do this is simply a practical one, many of the issues that are covered by the text in question are issues that are outside of faculty control. They, therefore, are better presented as an appendix that could be modified without Senate approval, so that when policies change the appendices can be modified without having to go through an approval process. I understand is the main reason for this change, it again reflects practice.

CHAIR COOPER- Professor Hein, did you want to talk at all about FAC's discussion of this of this proposal?

CO-CHAIR HEIN- Marco summed it up quite well. When you look at page 413, for all the green highlighting or strikeout, it is just relocating that same content to the appendices. It looks very busy, but it is not. Our benefits are handled at the state level for the most part. Our Senate has no control over that, so we maintained the core content of that whole section but moved the benefits and privileges we do not control to the appendix.

CHAIR COOPER- I will just say as there have been some changes in our benefits, and there was a request to include them in the *Faculty Manual*, but it is difficult to ask the faculty to vote on benefits that they do not decide.

Does anyone else want to speak in favor or against the motion to table?

SENATOR HIKMET- I must give an account to my faculty. I want to give them a chance to see it before we vote.

CHAIR COOPER- The motion carries, we will table this and revisit it at the March meeting.

5. Report of Chair

CHAIR COOPER

A big picture issue and several updates

Big picture- it is hard for me to look at what is going on with regards to social and racial justice, the way the media sphere works, the pandemic response, and the armed insurgency at the US Capitol building and not wonder, "Could our universities do a better job of helping the country work?" I am wondering if that is a grand challenge that our Senate has any appetite to embrace. Is there something the university should be doing differently or better?

I put a conversation-starter into the chat. It is a report from the American Academy of Arts and Sciences, which has recently done a major study of civics instruction, with some ideas about how to re-imagine it, and I think it would repay a look, to get thoughts going about these issues. I invite you, if you have an appetite for the Senate trying to take up this challenge, which may have to do with public relations, it may have to do with how we think about hiring and curricula, or may have to do with any number of things. I would appreciate if you just dropped me a note to let me know that you are interested in that, and then maybe we could put together a committee or something to study the matter.

In terms of updates, I wanted to let you know that the ad hoc committee on Social and Racial Justice, which you called for in the resolution about the Strom renaming has been constituted, charged, and has met. There is a webpage has been added to the Senate site so you can see the members of that committee. There are three Senator and three non-Senator members of the committee. We should have good communication between that committee, the Senate, and the Presidential Commission.

Another matter has to do with the Board of Trustees. The Board has had a retreat recently. It continues to examine its processes, and I think it is making some constructive forward movement there. One of the items that came up in that retreat is a desire of the Board to have more engagement with faculty. I think it is appropriate that that interaction be through representative groups of faculties, that is faculty who are in regular contact with colleagues not only in their units but beyond them so they can represent more of the faculty voice. I am looking for opportunities to involve Trustees in a committee meeting or two, as well as to increase non-voting representation faculty on Board committees. I will be inviting the Board Chair, maybe the Chair of the Governance Committee, who is the Vice Chair of the Board, and the Chair of the Academic Excellence in Student Affairs Committee to the Senate.

There is an effort to build a representative faculty body at the system level that might correspond with and participate with administrative governance at the system level. We are socializing that idea with the Chancellors who are currently the governing team on the administrative side for the system. You can expect to hear soon about some ideas of how this this group might be constructed at the Senate level. The chairs, past chairs/ chair elects of the different system campuses have been meeting. In the past we have met once a year, but we have been meeting more regularly in pandemic times. The centerpiece of this is that no powers would devolve or transfer from our individual senates to the system-wide body. The system-wide body would function as a kind of coordinating body that could translate or transfer opinions and judgments of the faculties on the various campuses to system governance. It would be a

smaller group with representatives chosen by the faculty governance on each campus through a procedure that the faculty governance on each campus would itself devise.

The last item I want to mention is a recently produced document called the Code of Conduct for the University. You should expect to be receiving information about this, and perhaps a glossy copy will wind up in your mailbox or you will be delivered a beautiful PDF. You may wonder was there faculty participation in developing this document? The answer is, "Absolutely, yes, there was."

The document itself does not create any new policy or any new guidelines for conduct. It simply attempts to arrange in one place, in an easily digestible format that foregrounds principles embedded in our policies, all the rules and regulations governing professional conduct for faculty and staff at the University. That document was reviewed and endorsed both by the Faculty Advisory Committee and this group of system chairs that I talked about. It has been reviewed by faculty governance both on our campus and at the system level without objections.

SENATOR ROSS- I understand that the student Senate has passed a resolution asking to divest from fossil fuels and that this may be working its way towards the Faculty Senate. This has been brought up in the Law School, and I need to pass on a question from a faculty colleague who wants to know whether there are fossil fuel companies who are involved in sustainability efforts that might be harmed if we divest. They also want to know if there are ongoing projects or partnerships or contributions to the University that would be harmed?

CHAIR COOPER- I think that is going to get us into some new business and good of the order items. I do not know anything about answers to those specific questions. When the Student Government passes legislation, it is forwarded to the Faculty Senate. If it is a matter where the Faculty Senate has authority, then I direct it or work with Steering Committee to direct it to the appropriate committee. For example, Student Government passed legislation that wanted to extend the pass/fail exemption that we passed. That legislation was immediately referred to the Standards and Petitions Committee, which worked with the students and decided whether to advance a similar proposal to the Senate floor.

When I get legislation outside of Senate's control, an example of this would be the Strom renaming request, it is up to the faculty to decide whether they want to bring that matter before the Senate, not as a matter for Senate action but as a matter for Senate endorsement of a position or recommendation to the administration to do something. This matter, involving the University's investment portfolio, I think falls into the category of matters we do not have legislative authority over.

6. New Business

SENATOR NAGLE- I was approached by a student on the student government, who is also a Geography student, about the fossil fuel divestment recommendation that was passed last semester by the student government.

There are implications involved in any kind of divestment strategy that I think needs to be discussed more widely. If people are interested in working on this, I would be interested in some point at revising what the students came up with and putting it before the Senate for a vote.

CHAIR COOPER- If I may volunteer some help from the Senate office, we can help coordinate meetings. I will put the student legislation in Blackboard. If I understand your offer, people should just email you if they would like to work on this issue, and we might expect a resolution at the next Senate meeting.

SENATOR HIKMET- There are research centers on campus on renewable fuel energy. So before jumping in with them perhaps investigate what the University is doing already for funded and unfunded research on the environment. Let us not have any knee-jerk reactions.

SENATOR WALLACE- I want to express support for Senator Nagle. We should not sell short that the students put some time, effort, and thought into this. It sounds like there may be an appetite for Senators reviewing the background documents that are referenced in the student's final motion.

Historically, these sort of divestment efforts are not in competition with other things that the University might be doing. This is making a social statement on how we how we are funded and what we do with resources otherwise.

CHAIR COOPER- Claire Windsor, one of the students who worked on the resolution, is one of our most eager and thoughtful student leaders. We have many on this campus, but I have been very impressed with her and I am sure she would be willing to work with a group of faculty if they wanted to contact her.

SENATOR STERN- Did you see who joined this session? Respect Freedom of Speech just joined this session did you see that?

CHAIR COOPER- It is a public session, and they have not been given permissions to address the body as a Senator.

SENATOR STONE- On divesting from the fossil fuel industry, I have discussed this with my with the Biology Department a good bit and the vast majority were in favor of pursuing this to some degree.

7. Good of the Order

SENATOR MANCHIN- I want to raise attention about a new unit on campus called the United Campus Workers. This started about a year ago on campus, and I want to invite you to come to the union meetings and to join if possible. We have monthly meeting on the second Friday of every month. We also have a campaign to ask the University to cover the cost of health insurance for graduate workers, there is a petition that I ask you to sign if you would like to do so.

CHAIR COOPER--Betsy Meade has joined us as the new admin in the Senate. we are taking the opportunity to look at some of our Senate practices and thinking about that we can make them a little more efficient or better. Also I am really enjoying working with her.

Betsy is getting lots of "welcomes" in the chat!

8. Adjournment

Next Meeting: Wednesday, March 3, 2021 at 3 p.m.